



Senate

General Assembly

File No. 52

January Session, 2005

Substitute Senate Bill No. 283

Senate, March 24, 2005

The Committee on Labor and Public Employees reported through SEN. PRAGUE of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

**AN ACT CONCERNING PAID LEAVE FOR VOLUNTEER FIREFIGHTER
TRAINING AND REQUIREMENTS FOR AFFIRMATIVE ACTION
TRAINING FOR CERTAIN STATE EMPLOYEES.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2005*) (a) Any employee of an
2 employer who is an active volunteer firefighter may attend training
3 sessions or drills during such employee's regular hours of
4 employment, up to eight hours per calendar year, without loss of pay,
5 vacation time, sick leave or earned overtime accumulation. An
6 employer may require reasonable (1) prior notification of such
7 employee's absence from work for such training or drills, and (2)
8 verification of such employee's attendance at such training or drills.

9 (b) For purposes of this section, "employer" means a person engaged
10 in business who has more than one hundred employees, excluding the
11 state and its political subdivisions, and "employee" means any person
12 engaged in service to an employer in a business of the employer.

13 Sec. 2. Subdivision (3) of subsection (b) of section 46a-68 of the
14 general statutes is repealed and the following is substituted in lieu
15 thereof (*Effective October 1, 2005*):

16 (3) The Commission on Human Rights and Opportunities and the
17 Permanent Commission on the Status of Women shall provide [a
18 minimum of ten hours of training per year] training concerning state
19 and federal discrimination laws and techniques for conducting internal
20 investigations of discrimination complaints to persons designated by
21 state agencies, departments, boards or commissions as affirmative
22 action officers and persons designated by the Attorney General or the
23 Attorney General's designee to represent such agencies, boards,
24 departments or commissions pursuant to subdivision (5) of this
25 subsection. Such training shall be provided for a minimum of ten
26 hours during the first year of service or designation, and a minimum of
27 three hours per year thereafter.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2005</i>	New section
Sec. 2	<i>October 1, 2005</i>	46a-68(b)(3)

LAB *Joint Favorable Subst.*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note**State Impact:**

Agency Affected	Fund-Effect	FY 06 \$	FY 07 \$
Human Rights & Opportunities, Com.; Women, Perm. Com. on the Status of	GF - None	None	None

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill reduces training requirements for agency affirmative action officers and others, provided by the Commission on Human Rights and Opportunities (CHRO) and Permanent Commission on the Status of Women (PCSW), from 10 hours to three hours annually after the first year. The bill has no fiscal impact.

OLR Bill Analysis

sSB 283

AN ACT CONCERNING PAID LEAVE FOR VOLUNTEER FIREFIGHTER TRAINING AND REQUIREMENTS FOR AFFIRMATIVE ACTION TRAINING FOR CERTAIN STATE EMPLOYEES**SUMMARY:**

This bill requires private-sector employers with over 100 employees to allow an employee who is an active volunteer firefighter to attend training sessions or drills during regular work hours for up to eight hours a year without loss of pay, vacation time, sick leave, or earned overtime accumulation. An employer may require reasonable (1) prior notification of the employee's work absence and (2) verification of the employee's attendance at the training or drills. The bill exempts the state and its political subdivisions from its provisions.

The bill also reduces training requirements for agency affirmative action officers and others from 10 to three hours annually after the first year. In addition to affirmative action officers, the requirement applies to those designated by the attorney general to represent an agency in a discrimination investigation. The training remains 10 hours for the first year of service in the position or the first year of the designation to represent the agency in investigations. The training, provided by the Commission on Human Rights and Opportunities and the Permanent Commission on the Status of Women, concerns state and federal discrimination law and internal discrimination investigation techniques.

EFFECTIVE DATE: October 1, 2005

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 12 Nay 1